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Air Conditioning & REFRIGERATION



NEWS

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Bulletin!

INDUSTRIAL USERS TO GET 'FREON' WITHOUT APPLICATION

WASHINGTON, D. C., Sept. 2—Order M-28 regulating the distribution of "Freon" was today (Thursday) amended to permit direct delivery in the field of "Freon-12" where needed for certain specified industrial refrigeration and air conditioning applications.

Previously, it was necessary to make special application to WPB for "Freon" for industrial applications. Now, if the system has ceased to function because it has lost a refrigerant charge, a minimum operating charge can be obtained from suppliers of "Freon" if the system falls within one of 24 types of installations listed in the amendment.

WPB officials declare that sufficient supplies of "Freon-12" will be placed in the field in September to meet the demands for such industrial applications, which are said to include spot-welder tip coolers, X-ray equipment for examination of castings, and other typical systems used in War production.

Further changes in the amended order make it necessary to apply to the Refrigeration Section of WPB for "Freon-12" to be charged at the factory or the field in Class III (Maritime) applications.

Complete text of the amendment will be published in the next issue of Air Conditioning & Refrigeration News.

'GO OVER LOCAL BOARD'S HEAD FOR MORE GAS' SERVICEMEN TOLD

WASHINGTON, D. C.—Refrigeration service men running short of gasoline should apply for additional amounts is the advice of the Chief Counsel of the Gasoline Rationing Section of OPA who says that OPA district offices have been ordered to grant such requests.

"I suggest that refrigerator maintenance men who find their actual mileage needs have increased above the amount stated by them in their last application for Supplemental rations should make a new application to their Local Boards to secure additional mileage," advises the Chief Counsel of the Gasoline Rationing Section of the OPA.

"We have instructed our regional offices that such applications may be granted," he added. "If the refrigerator maintenance men find difficulty in securing the additional ration from boards for bona fide increases in their mileage requirements since their last application, it would be wise for them to get in touch with the District OPA offices in the areas where they are located."

'Develop a Serviceman Training Plan, We'll Help' U. S. Promises

OCR and WMC Pledge Aid To Committee

WASHINGTON, D. C.—Full aid of civilian government agencies for the training of new refrigeration servicemen was promised to the National Refrigeration Service Manpower Committee at the initial meeting of the committee on Monday, Aug. 30, in the offices of Henry Dinegar, Chief, Consumer Durable Goods Branch, Office of Civilian Requirements.

The committee was asked by the government men to offer suggestions for a training program, and in return promised to

provide all of the assistance that is available through the various government agencies that contribute to industry training programs.

The National Refrigeration Service Manpower Committee is not an industry advisory committee of the type that WPB appoints. Rather it is a special task committee which Mr. Dinegar's office asked John Wyllie, Jr., chairman of the Refrigeration War Council, to name.

It is a special group formed under the auspices of the Refrigeration War Council to work with the government on the refrigeration manpower problem, and government officials expressed their appreciation at the initial meeting for the work of the War Council in getting together a group of men to meet with them.

The government men who met with the National Refrigeration Service Manpower Committee, in addition to Mr. Dinegar, were Richard Keating of the Consumers Durable Goods Branch, Office of Civilian Requirements; Webster Powell, Assistant Chief, Manpower Branch, Office of Civilian Requirements; J. J. Tessari, Chief of the Division of Industry Training, Bureau of Training, War Manpower Commission. Some of the staff of the Refrigeration Section of WPB also sat in on part of the session.

Mr. Tessari reviewed the work that has been done by the Division of Industry Training in other fields, including some service trades, and opened the eyes of the committee to what type of assistance is available through government agencies on training programs.

The committee was requested by Mr. Tessari to give consideration to

Electrical Leagues Confer Sept. 16, 17 In Cincinnati

CINCINNATI—The eighth annual conference of the International Association of Electrical Leagues will be held this year at Cincinnati's Netherland-Plaza hotel on Thursday and Friday, Sept. 16 and 17.

Discussions will center about current activities of the Leagues, and what the postwar picture seems to be as seen by various executives and members whose work has given them some experience and authority on coming developments.

Thursday will be devoted to talks on some of the more important current activities conducted by the Leagues, with specialists in those activities leading the discussions. Time has been allowed after each talk for comments and questions from the floor.

Session chairman for Thursday morning is J. S. Bartlett, managing director of the Electric Institute of Washington, D. C., whose aggressive campaign to prevent the breakdown of appliances in Washington homes was reported in the NEWS three weeks ago.

Conferees will be welcomed by H. C. Blackwell, president of Cincinnati Gas and Electric Co., and the key-noting discussion, "Our Opportunities and Obligations," will be opened by John A. Morrison, managing director

(Concluded on Page 2, Column 2)

This is the bulletin issue of the News. More details on the news stories plus special features in next week's full size issue.

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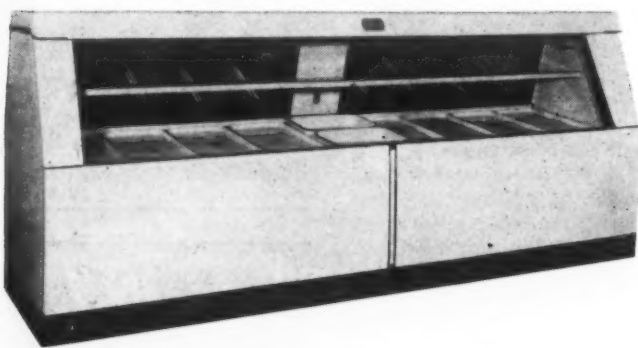
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League Conference
To Tackle Present,
Postwar Problems

(Concluded from Page 1, Column 2)
of The Electrical Association of Philadelphia.

Thursday morning's subjects will include the maintenance of servicing and repair facilities for electric appliances and equipment, led by J. Clark Chamberlain, San Diego; the trading post idea in handling electric appliances and equipment, by W. D. Shaler, Pittsburgh; home economics group demonstrations and wartime nutrition programs, by A. H. Kessler, Minneapolis; and dealer counselor service, by L. J. Lindquist, Paterson, N. J.

Session chairman for Thursday afternoon will be W. A. Ritt, secretary-manager of North Central Electrical Industries. Discussions posted for this period include field surveys for marketing electrical products, by R. J. Miller, Cleveland; keeping the industry united by means of periodical meetings, by C. H. Christine, St. Louis; wiring service to home owners, merchant builders, and home financing agencies, by A. E. Schanuel, New York, educational meetings for electrical maintenance engineers, by Sheridan Taylor, Philadelphia; public relations—cooperating with civilian and trade bodies, by W. O. Zervas, Indianapolis.

Again, a general discussion of related topics will follow the sessional talks and open forums.

Friday will be devoted to discussions of topics having postwar significance to the Leagues. The morning session will be held under the direction of C. H. Christine as chairman, and will be presented as a symposium on postwar considerations of the residential market.

The symposium will be followed by a discussion of the new opportunities in the postwar commercial market, led by R. T. King, Trenton, N. J.

Friday afternoon's session will be held under the chairmanship of O. A. Zervas, managing director of the Electric League of Indianapolis, and will present an idea of what to expect in the postwar industrial market, led by S. E. Strunk, Cleveland.

The conference's business meeting will be held at 3 o'clock, including reports of the officers, new business to be discussed, and election of new officers, a new board of governors, and new divisional chairman. This is the only session on the Thursday and Friday program that will be a "closed" meeting.

Mollenberg-Betz Firm
Shifts Executives

BUFFALO, N. Y.—In a revision of its executive setup, the Mollenberg-Betz Machine Co., Inc., refrigeration and air conditioning contracting firm, announced that Jacob Betz, formerly secretary-treasurer, has been elected to the newly-created position of chairman of the board and that Harold J. Mollenberg has been elected president to succeed the late Henry J. Mollenberg, his father. Jacob Betz also will continue as treasurer. Jacob H. Betz, his son, will be secretary and assistant treasurer. Richard H. Mollenberg was re-elected vice president.

Committee Talks
With Gov't Men
On Training

(Concluded from Page 1, Column 3)
the selection of a man who would join his staff and work with the Industry Training Division until the details of a refrigeration training program were complete. The man would be "taken on" as a full-time paid staff member, if desired, or could be "loaned" temporarily by industry for the job.

It seemed likely from Mr. Tessari's description of other training programs that any setup for the refrigeration service manpower field would be an overall plan operated in a number of local areas, with the industry contributing its efforts in recruiting men for the training and assisting in the actual training.

E. A. Plesskott of St. Louis, national president of the Refrigeration Service Engineers Society, declared that the R.S.E.S. favors a program for training such additional servicemen as are necessary to maintain the nation's refrigeration equipment.

The committee submitted a four-point program outlining the kind of help the industry needs from government agencies to meet the problem of manpower shortage:

- (1) Continued deferment of refrigeration servicemen.
- (2) Equitable means to prevent the loss of refrigeration servicemen to other industries.
- (3) Equitable means to facilitate the return of trained refrigeration servicemen to service work. On points (2) and (3) it was emphasized that wage adjustments were a major factor.

(4) Recruiting and training of additional service manpower.

Those who attended the meeting as representatives of the industry named a standing National Refrigeration Service Manpower Committee to function at future meetings. Members of this group include:

Warren W. Farr, Cleveland.
L. A. Tucker, J. J. Pocock, Inc., Philadelphia.
C. E. Harris, Harris Refrigeration Co., Cambridge, Mass.
Nathan Edelstein, New York City.
John S. Bartlett, the Electric Institute of Washington, D. C.
George Johnston, Johnston Refrigeration Construction Co., Detroit.
Paul B. Reed, Servel, Inc., Evansville, Ind.
Alex Holcombe, Victor Sales & Supply, Philadelphia.
E. A. Seibert, Nash-Kelvinator Corp., Detroit.
W. H. Aubrey, the Frick Co., Waynesboro, Pa.
Thomas Walker, Council of Electric Operating Companies, Washington, D. C.
John Wyllie, Jr., Temprite Products Corp., Detroit, and chairman, Refrigeration War Council.

Edison Institute To
Prepare Drive On
Appliance Care

CHICAGO—To shape plans for the coming national program on appliance care and maintenance, representatives of home appliance manufacturers met here recently with M. R. Rodger, chairman of the Edison Electric Institute Appliance Conservation Committee.

"Better Care—Less Repair" will be the theme of the drive, which will be backed up by national and trade advertising of electrical manufacturers. Local utility advertising and demonstrations are expected to tie in with the national theme. Window and store displays for 25,000 dealers will be made available, and a "check list" on care of home appliances will be distributed to homes by local electrical interests.

"While much excellent work has already been done," said Mr. Rodger, "it is felt that only through a definite national program can the industry hope to meet the coming crisis of electrical appliance service in the home. It is only through augmented consumer education that we can hope to cope with the demands for repair of gradually wearing out appliances."

It is planned to educate all electric industry employees to furnish a nucleus of informed personnel who will know how to conserve appliances, Mr. Rodger added.

Locker Operators To
Meet Sept. 20-22
In Des Moines

DES MOINES, Iowa—There will be little entertainment but much business when members of the National Frozen Food Locker Association and the Frozen Food Locker Manufacturers and Suppliers Association hold their fifth annual meeting at Hotel Fort Des Moines here Sept. 20 through 22.

The program will begin Monday evening with a session of the board and state association presidents and secretaries, and a round table discussion dealing with expansion, equipment, and supply problems led by L. A. DeMore of Chicago.

During other sessions Prof. Sleeter Bull of the University of Illinois will discuss "The Proper Care of Meat" and an unannounced woman speaker will present the woman's angle in "Increasing Attention by American Housewives to Food Preservation and Conservation."

"Locker Plants in the War Food Program" will be discussed by S. T. Warrington of the Farm Credit Administration, and it is expected that representatives from the War Food Administration and the Office of Price Administration will be present to talk over mutual problems.

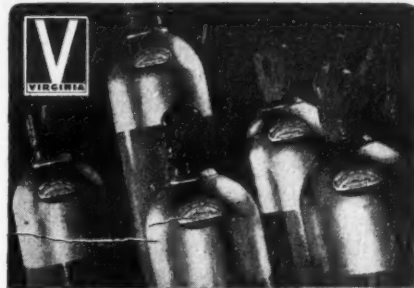
Special sessions on smoking and curing, lard rendering, handling of offal, poultry processing, and fruits and vegetables are scheduled for the meeting as is a talk on the "Economic Value to the Consumer" in which a representative from the U.S. Department of Commerce will examine the locker industry.

Servicing and packaging problems will be attacked by operators and container and paper men in a panel to be directed by Vice President George Schlageter of Streator, Ill.

Midwest Jobbers Meet
Sept. 19 In Des Moines

DES MOINES, Ia.—Members of Midwest Refrigeration Supply Jobbers Assn. will meet here Sunday, Sept. 19, in Hotel Fort Des Moines, the day before the National Frozen Food Locker Assn. is scheduled to open.

J. F. Wickham, secretary-treasurer, advises members to bring lists of surplus stock with them.



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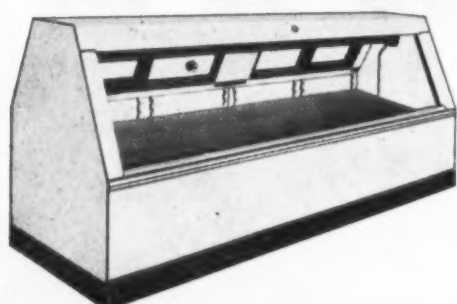
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WMC Tells How Service Men & Engineers Obtain 'Super-Deferment' In New Plan

DETROIT—How the new War Manpower Commission program works to provide "super-deferment" for refrigeration servicemen and engineers, as reported in the Aug. 23 Bulletin Edition of the NEWS, is revealed in detailed announcements released by the WMC.

These are the steps which the WMC is taking in its program:

1. Establishment of a list of critical occupations covering skills urgently needed in the war effort ("refrigerator equipment repairman" and "refrigerator engineer" are included on this super-critical list).

Workers possessing such skills must get into war industry or supporting civilian activities in which they can use such skills, by Oct. 1, or lose further claim to Selective Service occupational deferment (by terms of Local Board Memorandum No. 115A).

In order to insure accurate channeling of workers with these critical skills to the most urgent war jobs, provision is made for their hiring only upon referral by or with consent of the U. S. Employment Service (WMC Regulation 7).

2. Selective Service local boards, according to the WMC announcement, were instructed to give greater consideration than ever before to occupational deferment. In determining the "replaceability" of a worker

the boards are instructed to consider the actual and immediate effect of his induction on vital production and essential civilian needs.

Local boards are "to take into account not merely the national shortage of his skill, but available replacements for even unskilled workers and current local shortages of skilled or unskilled labor." Closer collaboration is provided between the local Selective Service Boards and the offices of the U. S. Employment Service in making these determinations (Local Board Memorandum No. 115).

3. Establishment of new standards for permitting the transfer of civilian workers from job to job. These standards are based on experience under employment stabilization plans and will be written into all such plans by Oct. 15. They are intended to stimulate transfer from less essential to more essential war jobs, and to reduce the unnecessary shifting of workers from job to job, which has pyramided turnover and interfered with vital production in many plants (WMC Regulation 7).

Commenting on the manner in which the program would be put into effect, Chairman Paul V. McNutt of the War Manpower Commission said that several points should be emphasized:

Seek Special Skills

"First, the new critical list does not displace the existing essential lists of activities and occupations. The purpose of the new list is to search out particular skills and to see that they are so employed as to speed victory.

"The provisions governing the transfer of civilian workers as outlined in Regulation 7 are not greatly dissimilar to those applied in most local employment stabilization plans today. Moreover, they do not apply to any person until acted upon by the Area War Manpower Director and incorporated into the local stabilization plan. These are time for the local digestion of these provisions."

The new list of critical occupations contains skills urgently needed in war industry and supporting civilian activity. Men with these skills who are not in essential industry at present should register with their local employment offices and make themselves available to take essential jobs. If they do not agree to transfer when called, they will be subject to reclassification so that they will be available to the military forces which also need skilled men.

Advise Local Boards

Selective Service local boards have been advised to give men with such skills special consideration with reference to deferment if they are in war-useful jobs. The list includes highly skilled production and services occupations; and professional and scientific occupations.

Under Local Board Memorandum No. 115 emphasis is placed upon the critical need for maintaining war production and essential civilian needs. Selective Service Boards are instructed to deal with occupational deferments with the greatest of care so as not to impair war production or vital civilian functions.

While "occupational deferment for necessary men has always been based on the judgment of the local Selective Service Boards, and will continue to be," declares the WMC announcement, "an additional yardstick is set up for measuring the 'replaceability' of men in vital industry."

In judging replaceability, the boards were instructed to consider (a) the shortage of the registrant's skill in the total labor force; (b) the shortage of workers to replace the man even though he is an unskilled worker; (c) a shortage in the place of employment even when no national shortage exists.

Thus the boards will study the question of the actual immediate effect upon war production and essential supporting activity of workers who are subject to induction. Provisions are made for close collaboration between the Selective Service Boards and the U. S. Employment Service offices for the exchange of manpower information.

In line with the WMC policy of delegating as much authority as possible to regional and local officials, transfers from one job to another are

regulated by local employment stabilization plans (Regulation 4). These plans have been established in every part of the country after consultation with local management and labor.

WMC Regulation No. 7 sets forth minimum standards to be incorporated in local employment stabilization plans, which will govern the transfer of workers. These standards are uniform in that they apply to all transfers, whether at a higher rate of pay, lower rate of pay, or at the same pay. "The measure of a transfer," Mr. McNutt pointed out, "is whether it serves the war effort."

Regulation No. 4, as originally issued on April 17, 1943, was promulgated to implement the President's "hold-the-line," Executive Order 9328. The nation-wide development of employment stabilization plans since the original issuance of Regulation No. 4 has now made it possible to provide uniform control over transfers of all types.

The minimum standards do not, however, become effective in any community until they have been acted upon locally by the WMC area director who must consult with his Management-Labor Committee before making the required changes. Provision is made for their incorporation into existing employment stabilization plans by Oct. 15. The standards were approved by the national Management Labor Policy Committee and are minimums which leave broad scope for supplemental local action.

Standards of Transfer

The standards under which transfer will be allowed and statements of availability issued by employers are as follows:

(b) **Issuance of Statements of Availability by Employers.** An individual whose last employment is or was in an essential or locally needed activity shall receive a statement of availability from his employer if:

(1) He has been discharged, or his employment has been otherwise terminated by his employer, or

(2) He has been laid off for an indefinite period, or for a period of seven or more days, or

(3) Continuation of his employment would involve undue personal hardship, or

(4) Such employment is or was at a wage or salary or under working conditions below standards established by State or Federal law or regulation, or

(5) Such employment is or was at a wage or salary below a level established or approved by the National War Labor Board (or other agency authorized to adjust wages or approve adjustments thereof) as warranting adjustment, and the employer has failed to adjust the wage in accordance with such level or to apply to the appropriate agency for such adjustment or approval thereof.

How to Employ Them

In a move designed to insure the accurate channeling of critical skills to the most urgent jobs the regulation provides that workers in the newly announced group of 149 critical occupations may not be hired merely on the presentation of a statement of availability. "Referral by" or the "consent of" the United States Employment Service is required to employ them.

In order to control migration United States Employment Service referral is necessary, also, in the case of workers who have not lived or worked in the locality during the preceding 30-day period. "Workers who wish to leave a community to seek employment elsewhere should consult with their local employment office before leaving or they may find themselves ineligible for employment when they arrive in the new locality," Mr. McNutt said.

USES referral is necessary also in the case of a worker whose "last regular employment was in agriculture and he is to be hired for non-agricultural work."

Questions & Answers On New Procedure

A series of questions and answers on the changes in the Selective Service rules was issued by the War Manpower Commission recently as follows:

(Continued on Page 4, Column 2)

CLASSIFIED ADVERTISING

RATES for "Positions Wanted," 5¢ per word; minimum charge, \$2.50. Three consecutive insertions, 12½¢ per word; minimum charge, \$6.25.

RATES for all other classifications, 10¢ per word, minimum charge, \$5.00 per insertion. Three consecutive insertions, 25¢ per word, minimum charge, \$12.50.

ADVERTISEMENTS set in usual classified style. Box addresses count as five words, other addresses by actual word count.

EQUIPMENT WANTED

COMP' ETE ½ H.P. Highside, less motor \$15.00; Carbon Tetrachloride, 5 gallon, \$7.00, container 50¢; ½ H.P. Fined Condensers \$6.00; Frigidaire ½-½ H.P. Compressors \$7.00; 4 tray Expansion Type Evaporators \$10.00. All parts "as is"—running condition, F.O.B. EDISON COOLING, 310 E. 149th, New York.

EQUIPMENT FOR SALE

ELECTRIC BOTTLE Coolers, brand new streamlined, no priority required, immediate shipment. 5½ case capacity. Self-contained with ¼ HP Universal Cooler Corp. unit ready to plug in. Equipped with interior shelving, and can be used as a 9 cubic foot food refrigerator. Price—\$100.00. Box 1466, Air Conditioning & Refrigeration News.

FOR SALE: Slightly used equipment for circulating water system consisting of FW6300 Frigidaire 3 hp. water-cooled compressor, Model C2W 4347 Day and Night insulated cooler complete with circulator, ¼ hp. circulating pump, by-pass control valve and all accessories for the system. Capacity, approximately 30,000 B.t.u. per hour with 80 water. JOHN E. LARRABEE, 3 & 5 Market St., Amsterdam, N. Y.

FOR IMMEDIATE DELIVERY: Two 3-ton self-contained units, \$900.00; one 5-ton self-contained unit, \$1100.00; and one 5-ton central plant, \$1100.00. All new. F.O.B. New York City. TYPHOON AIR CONDITIONING CO., INC., 252 West 26th St., New York City.

1 EACH Marlo Model 105 and 140 low temperature ammonia units, used 60 days, F.O.B. Houston, \$513.00. Baudelot water cooler for bakery or bottler, used 16 months, F.O.B. Houston, \$1,100.00. P.O. Box No. 8066, Houston 4, Texas.

APPROXIMATELY 200 TONS York floor type Freon air conditioning coils with blowers and motors—complete—various sizes—practically new. EVERLAST REFRIGERATION CORP., 444 Fourth Ave., New York, N. Y.

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Listing of 149 'Critical Occupations' To Guide Local Boards In Deferments

(Continued from Page 3, Column 4)

Q. What are the main features of the program?

A. There are four principal steps: (1) Establishment of a list of critical occupations, covering skills urgently needed in the war effort. (2) Instruction to Selective Service Boards to give greater consideration than ever before to occupational deferment. (3) Establishment of new standards for permitting the transfer of civilian workers from job to job. (4) Extension of the list of non-deferrable activities and occupations providing that all men of military age must transfer from such jobs or be placed first in the list for induction by local boards.

Q. After Oct. 1, will the occupation of a registrant otherwise qualified for military service be the main factor in determining whether he will be inducted or deferred if his order number is called?

A. Generally speaking, yes. In the cases of men with dependents, the question of hardship to dependents must always be given grave consideration. But as a general proposition, when a registrant is being considered for 1-A classification after Oct. 1, the main question will be whether he can serve his country better in the armed forces or in war production and support of the war effort.

Q. Does the new List of Critical Occupations replace the List of Essential Activities and Occupations which has previously guided Selective Service local boards in considering occupational deferments?

A. No. It simply tells local boards that among the occupations on the previously issued list, the 149 named on the List of Critical Occupations are those most urgently needed in war industry and supporting civilian activities and that they also require lengthy training and considerable experience.

For these reasons, local boards are instructed to give particular and grave consideration to the deferment of registrants having these critically needed skills provided they are engaged in war production or in support of the war effort. However, any registrant qualified for an occupation on the critical list who is not engaged in an essential activity by Oct. 1, 1943, will not be considered for occupational deferment.

Chances for Deferment

Q. What are the chances for occupational deferment of registrants whose jobs are included on the List of Essential Activities and Occupations but not on the List of Critical Occupations?

A. The basis for all occupational deferment is that the registrant must be a "necessary man" in war production or in support of the war effort. The decision in each individual case, subject to the right of appeal, is made by the registrant's local board. The list of "Critical Occupations," "Essential Activities and Occupations," and "Nondeferrable Activities and Occupations" are issued by the War Manpower Commission to guide the local boards in making these decisions.

Local boards also are instructed to obtain all available information from national, state, and local levels to assist them in determining whether a registrant is a "necessary man," and particularly to use the facilities of the United States Employment Service for information as to whether there is a national or local shortage of persons with his qualifications.

Q. Is skill or replaceability the basis for occupational deferment?

A. Both factors are to be considered. A skilled workman is usually more difficult to replace than an unskilled one, but an unskilled worker may be deferred if his induction would vitally interfere with war production. The controlling factor is the immediate need. Local boards are instructed to take into account not only the national shortage in a registrant's skill, but also available replacements for even unskilled workers and current local shortages of skilled or unskilled workers in war supporting industries.

Q. How long is a "necessary man" continued in occupational deferment?

A. Until he can be replaced by someone not qualified for military service. In other cases of men deferred in war production or activities supporting the war effort deferment cannot be granted for a period longer than six months at one time, and the deferment can be revoked at any time a registrant's local

board finds that a registrant has left the job in which he was deferred or is no longer needed in it.

On the other hand, the board can continue the deferment, by not more than six-month periods, so long as in its judgment the registrant is needed in the war effort and is irreplaceable.

Q. How were the new standards developed and how will they be applied?

A. These standards are based on the best experience worked out by management and labor under the many local employment stabilization plants. They will be incorporated in all stabilization plans by Oct. 15. The regulation governing transfers has been revised and in a new regulation (Regulation No. 7) broad powers are given local and regional officials of the War Manpower Commission to determine when a transfer is in the interest of the war effort.

What Rules Apply

Q. How does one find out what rules apply to him?

A. All applicable rules will appear in the local employment stabilization program. If employers or workers have any questions, they should go to the nearest United States Employment Service office.

Q. Will employers be required to hire workers sent to them by the United States Employment Service?

A. No. Employers are free to hire or reject workers referred to them by the United States Employment Service. But, if an employer rejects workers arbitrarily or if his hiring specifications are unreasonable, the supply of workers sent to him by the United States Employment Service may be cut off and his present work force permitted to leave. Measures like this will not be taken against an employer until he has had a chance to appeal and present his case.

Q. Must a worker accept a job to which he is referred by the United States Employment Service?

A. No. However, workers who quit essential war work and workers who do not accept suitable jobs in which they best can help the war effort may, under certain circumstances, and for a limited period, be denied opportunity to work in less essential jobs.

Special Restrictions

Q. What special restrictions apply with respect to workers in occupations in the new "List of Critical Occupations?"

A. When employment stabilization programs are amended to conform with Regulation No. 7, workers last employed in critical occupations may be hired only in jobs to which they are referred by the Employment Service. Likewise, no employer may hire a worker for a job in one of these occupations unless the worker has been referred to him by the Employment Service. This control is necessary to insure that workers with critical skills will be used in those jobs in which they are most needed in the war effort.

Q. What can employers do to cooperate in the Employment Stabilization Program?

A. 1. They should get in touch with the nearest local office of the United States Employment Service and acquaint themselves with the controls on hiring a recruitment.

2. They should make a conscientious and thorough effort to persuade workers who want to quit essential war jobs to stay on these jobs and should seek to remove the causes of wasteful labor turnover.

3. They should issue or deny Statements of Availability in accordance with the terms of the program.

4. They should hire and recruit workers only in accordance with the terms of the program.

Q. How should workers cooperate in the Employment Stabilization Program?

A. 1. Workers who are employed full-time at their top skill in work which contributes to the war effort should stay on the job.

2. Workers who feel that they can contribute more effectively to the war by changing jobs should nevertheless stay on their present jobs until a decision as to their eligibility for a transfer has been made.

3. Don't shop for a job just to get more money.

Q. If an employer hires a worker contrary to the provisions of the applicable Employment Stabilization Program, what penalties are there?

A. If an employer hires the worker at a wage higher than he received on his last job the employer is subject to criminal prosecution which may result in a fine of \$1,000, a year in prison, or both. Furthermore, all wages paid by him to the worker may be disregarded when he computes his costs for income tax purposes, for price increase purposes or for government contracts. Furthermore, if he is violating the program, the Employment Service may issue Statements of Availability to all of his workers and may refuse to refer other workers to him. Action may also be taken through other government agencies.

Q. If an employer hires a worker in violation of the program but does not pay him a wage higher than he was getting on his last job, are there any penalties?

A. All the penalties are available except the criminal penalties and the disregarding of wages paid in computation of costs.

Q. If a worker accepts a job at a higher pay in violation of the Employment Stabilization Program are there any penalties?

A. Yes. He is subject to the same criminal penalties as are applicable to the employer who hired him. If he accepts any job in violation of the Employment Stabilization Program, whether or not at a higher rate of pay, he may lose that job and be unable to get another for 60 days.

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